ENV.

The COMPASS

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THE WASHINGTON SCENE

A REGIONAL CONFERENCE REPORTS

IN PURSUIT OF "PARTICIPATION"

THE CHAPTERS ADVISE ON GOVERNMENT AND SOCIAL WORK

FELLOWSHIPS AND SCHOLARSHIPS

Volume XX *Number 4*

THE information which the COMPASS collects each year about fellowships and scholarships offered by the approved schools of social work appears to fill an urgent need felt not only by those who wish to apply for them but by members whom they consult. Of last year's list 2,000 reprints were used by individuals, schools, colleges, vocational bureaus, libraries, and at State Conferences.

THE Division on Government and Social Work opened the door to opportunity and collected opinions from chapter representatives in attendance at the December meetings of the APWA. A new note first heard at the Delegate Conference was sounded again in connection with the necessities of this Division's program, a call for more study "of what social workers actually do" and for an "articulation of practice."

AS Mr. Leet points out, there may be more opportunity for social workers to obtain a hearing in Washington for their experience and data on unmet needs. For this reason the chapters of the AASW may find the abbreviated statement which is printed on the opposite page useful in once more directing attention to the gaps which social workers have found in the present scheme of federal work, insurance and assistance provisions.

THE question as to how members may get together and really make membership real is a problem to which we probably can expect to find no single easy answer. The Plains Chapters have experimented for the second time with the regional conference and found that for them it was one effective way of getting down to "brass tacks."

THE urge to participate may have its blind and unruly aspects threatening at times to upset the agency's apple-cart but undoubtedly it is a significant sign of progress toward a new idea of the professional social worker's stake in what his agency does and how it does it.

Contents

Article	*Page*
Work—Insurance—Assistance	3
Work to Be Done on the Washington Scene — GLEN LEET	3
More Participation: For What?	4
A Regional Conference Reports — BLANCHE FERGUSON	6
In Behalf of Refugees	9
Division Gets Chapter Advice on Association's Government Program — DOROTHY KAHN	10
Examination for Group Work Position	11
On Changes in Organization of AASW	12
The Same Old Story — THOMAS H. HOARE	13
Social Work Fellowships and Scholarships	15

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Work to Be Done on the Washington Scene

By Glen Leet

With a Congress inclined to take over the reins in guiding social legislation, the role of professional groups and similar organizations will be of increasing importance during 1939. This is particularly true with respect to the problem of unemployment. The complexity of the problem and the acuteness of emergency situations in the past seemed to leave members of Congress with no alternative but to accept the administration's program and write out a blank check. Now that the emergency period has passed, Congress does not feel the necessity or the desire to continue this course. Congress is trying to think for itself on these problems, and because of the technical nature of the field, individual members have indicated that they welcome the advice and counsel of professional organizations and individuals with special knowledge.

The creation of the Senate Committee on Unemployment, headed by Senator Byrnes, is one indication of this trend. This committee has held extensive hearings during the past year, and has received testimony from various professional organizations. They welcomed and utilized statements and testimony from members of the American Association of Social Workers. A limited number of copies of the hearings are available from the Senate Committee on Unemployment, at the Senate Office Building in Washington. The work of Senator Sheppard's Committee to Investigate Campaign Expenditures is another indication of Congressional determination to get the facts directly.

Coverage of Social Workers

Extension of the coverage of the social insurances to employees of non-profit organizations will come up for serious consideration shortly. Such a step has been recommended by the Advisory Council on Social Security. Administrative officials generally seem to think that the proposal offers no insurmountable administrative obstacles. This extension will be recommended by the Social Security Board in its report to Congress and the President. The deciding factor will probably be whether or not non-profit organizations and their employees wish to be covered under the unemployment compensation and old-age insurance phases of the Social Security program.

(Continued on Page 14)

Work—Insurance—Assistance

The Division on Government and Social Work draws on the Association's reiterated principles as a guide for its work on current issues in the Federal program. The following principles are pertinent to the problems Congress will wrestle with in the coming weeks, including the deficiency relief appropriation, amendments to the security act, and proposals for the modification of the total work, insurance and assistance set-up.

Public aid in any form is a poor substitute for self-maintenance.

Work—genuine work—and not relief should be provided for unemployed persons able and willing to work.

For persons without either private or public employment there should be a broad, coordinated and cooperative federal, state and local program of public assistance. Current provisions are not broad enough nor sufficiently coordinated nor does the federal government cooperate with state and local governments in their responsibility for general assistance.

Provisions must be commensurate with needs.

Services to those in need should be performed by competent personnel. Provisions must be well and efficiently administered, free from politics at federal, state and local levels.

The range of the present provisions has been proven inadequate to meet existing need. Pending Congressional action on a more adequately coordinated national program the AASW would oppose reductions in current services. The deficiency appropriation should be adequate to maintain existing programs at current levels.

More Participation: For What?

Though "staff participation" won only a modest twenty-first place in the AASW Statement About Standard Employment Practices, it has since become a runner-up among the prominent perplexities of social workers.

It has been a slow business to bring down to earth the originally airy concept of participation by the client in what the social worker does about him and his affairs. Only recently have benevolent notions about participation as a privilege or a concession given way to a common-sense conviction that the virtue of client participation lies in its necessity, that without it the services rendered to the client by the social worker are likely to miss their mark.

In other realms of social work activity participation is having harder sledding. Is this because social workers are more recalcitrant subjects than clients? Or are they willing to work harder for clients than for themselves? In any case, board-staff relationships even in standard-setting agencies are usually not the happiest examples of participation and, more frequently than not, are infected by lay doubts and professional cautions which give interchange the character of a stiff ritual. Because these relations are so often tenderly diplomatic, executives may be caught in the unsympathetic position of buffer between a board to be soothed and a staff to be at once protected and restrained from alienating revelations.

As for staff workers, they may be found in any of a variety of participation tempers. Rarely, they may be blindly "loyal" to a status quo, in the comforting faith that hard as the job is, theirs is the best of all possible agencies. Or, with the connivance of an enthusiastic executive, they may engage in so many participation projects that they may ask themselves what they are here for: to discuss, report and "contribute," or to serve clients to the best of their ability? Or a staff may see so little connection between its service to clients and the administrative controls that it may become insistent on more participation, perhaps as a right to be granted in the name of democracy. It may not be until staff workers as victors in this battle survey their spoils, that they come upon the real question: participation for what?

In the professional social work scene no right is worth much that has not its practical uses. Even political democracy is being forced to find a present justification by proving that it is the best means to other economic and social ends. As for participation, it, too, does not flourish in the atmosphere of war: there seems to be no way of escaping its dictionary limitations: "the state or act of sharing in common with others." Participation therefore must involve something more than a right if it is not to end in sterile disappointment. If we look at our experience with participation in relation to clients, several clues become prominent. Perhaps for us as for clients participation is essential to the achievement of a serviceable purpose. Granting the necessity for participation, does the necessity then impose an obligation on all parties to "the sharing in common"— an obligation to be active, each in his own role but for a *joint* end?

However intensely professional social workers may disagree about everything else, their fundamental reason for being social workers is to serve the client well. Troublesome as participation may be, unless it governs the agency as an accepted principle and a practical method of working, the agency is bound to become obstructive to its own avowed purposes and fail to keep its promises to the community or meet its obligations to clients. In attacking participation as a respectable problem, are not the reasons for regarding it as a necessity the first principles to establish?

Why is staff participation an essential if the agency is to observe minimum standards of agency operation? Why are the degree and quality of staff participation such important indices to the competence of its administration and the competent performance of its staff? How can agency policies be squared with the interests of its service unless those performing that service to clients utilize their experience in behalf of adapting the agency's operation to this most important of practical purposes: adequate discharge of the duties of the job? How can agency administration avoid becoming a strait-jacket restraining easy movement unless it is geared from top to bottom to finding the most adequate way

of working in the client's service? Do we however need to go further than setting up articles of faith in participation and see what can be done about specifications? If we convert participation into something more than a professional platform and recognize it as a problem not to be solved until we find effective methods, may we be more successful in demonstrating its necessity and making it a force within the agency?

Viewed as an essential to competent operation, should participation begin by finding out how each worker's job contributes to the whole? What is it that each worker knows by virtue of his particular duties? What should that knowledge be contributing to the development of methods, the adaptation of working conditions to better operation, the direction and revision of policies? How can his contribution to the general fund be made to flow upward, "against nature?" If it is important that supervisors should not supervise without knowledge of the worker's job and what he is experiencing in its performance, is it up to the worker as well as to the supervisor to work responsibly in the interchange which is the basis for this relationship? Should one criterion of competence be the worker's capacity to present and help to interpret evidence from the area in which he performs? Should a supervisor's competence be also defined not only in terms of the ability to get and use the worker's experience and facts but in terms of a capacity to see that these are considered in all their supervisory and administrative bearings? Should an administrator be able to recognize the need for facts and their interpretation from those in practice, know how an act or decision of his really affects their chance to perform, and be adequate to the task of seeing how their experience should be tapped to give him authentic data throwing light on the problems for which he must assume responsibility? Must the administrator also cease to hug his problems to his breast in an over-concern to protect his staff from anxiety? Is it his business to consider first what he needs to know from the various competent sources in his staff if he is to handle his problems in accordance with the agency's best interests as a service agency? Can he procure the convincing evidence which he requires from staff members if they do not know what the problem is and therefore are deprived of free professional opportunity to bring forth the data, access to which can so often be provided only through them?

If participation involves an equal expenditure of active effort by the parties to it in the agency situation and it is something more than a "privilege" which the administrator or supervisor bestows or a state of blessedness which staff workers demand, how essential is it that the specific responsibilities of supervisory and administrative staff be defined? Do we need to find out wherein supervision and administration are necessary if other staff are to function well and comfortably? Is it important if participation is not to become embattled or run aground in futility, to recognize what elements in the competence of supervisors and administrators are special and how competence in both functions is related to the common base of all competence in the agency—understanding of the problems and methods of serving clients? Is it professionally essential that the responsibilities of supervisors and administrators be defined in their homely necessity if other staff workers are to know what has to be done to keep the agency going, what use might be made of the facts which the staff commands and what factors in the larger situation have to be taken into account?

If participation is conceived as a creative process, the blood stream of the agency's economy, does its eventual, slow realization depend on more knowledge of the interdependence of each job with the others, on the recognition of the specific competence of the various staff members, and on the development of sufficient knowledge of the reasons for each job so that interchange may become purposeful and productive?

Returns from the Study on the Joint Vocational Service as reported by Arthur Dunham and Dorothy Bourne, the Study staff, after a country-wide tour on the subject, indicate a widespread desire for such a service. Mr. Dunham hopes to have a preliminary report of the findings of the Study ready for release by the early spring. In the meanwhile, the usual placement work and counselling service continue as before, and the JVS reports an increase in placements made during the last quarter of 1938 as compared with the same period in 1937.

The Philadelphia Yearly Meeting of the Society of Friends is compiling a registry of Friends engaged in social work. The cooperation of all Friends working in case work, group work, community organization, health or institutional services, is requested. A card giving name, address and position should be sent to the Social Service Secretary, 1515 Cherry St., Philadelphia, Pa.

A Regional Conference Reports

Blanche Ferguson, Chairman of the Denver Chapter, Summarizes the Discussion from a Two-day Meeting of Chapters in the Plains States.

General Range of the Program

A regional meeting of the AASW held in Denver on September 16th and 17th devoted serious consideration to such subjects as the purpose of a professional organization of social workers, the ways in which such an organization functions to carry out these purposes, the changes in the Association's structure since its founding in 1921, and the nature of a professional organization's inherent responsibility for social action.

In the course of Conference discussion the purpose of the American Association of Social Workers was stated as that of developing a competent membership because in social work services the public has a right to protection in the way these services are rendered. A professional organization functions in the carrying out of these purposes first through setting qualifications for its membership and second through bettering practice in the group of those discharging social work services. The modifications in structure since 1921 were related by conference discussants to the challenge which professional social workers have had to meet in the tremendous social changes of the last decade and to the growth in membership during the same period; and increased emphasis was laid on the professional responsibility of the practitioner for the quality of services rendered and for the setting of standards. As the far-reaching implications of the purpose and functions of a professional association became clear in discussion, questions of ways and means of making the program more effective were considered. Strategy calls for an analysis of the part national and local bodies can play in the total program, of the contributions to be made through delegate and regional conferences, of the role of national committees, and of the use of field staff visits, if the Association's various resources are to be properly coordinated and its funds used to the best advantage.

Meetings

Three of the five meetings were discussion sessions with a chairman responsible for opening the discussion, and summarizing the points at the end. The first meeting on Friday morning was on the structure of the Association as determined by function, with Virgil Hall of Sioux City, Iowa, as chairman. The second discussion meeting on Friday afternoon considered structure in terms of organization with Ernest Witte, chairman of the Nebraska State Chapter, as leader. The third session on Saturday morning with Blanche Ferguson was given over to the problems of small chapters, with the need particularly brought out of securing greater participation of members and of making the work of the Association more meaningful to members in widely scattered areas. At a large dinner meeting on Friday night there was a panel discussion in which the purposes of the Association as related to preparation for the job, work on the job and responsibility to the community for the kind of services rendered were discussed. Robert Beasley, National Executive Committee member, was chairman, and the panel members represented various areas and types of members. They were Alice van Diest, chairman of the Colorado Springs Chapter; Ernest Witte, Chairman of the Nebraska State Chapter; Virgil Hall of Iowa; Betty Danford of Denver; Wayne Vasey of La Junta, Colorado, who resides in a non-chapter area; and Walter West, National Executive Secretary. On Saturday noon Mr. West closed the Conference with a talk on "Government and Social Work: Our Responsibility in Social Action."

Discussion

At the opening session material on the Association's background which a large proportion of the group needed was provided through a description of the organization's early history. This covered the Association's origin in the Social Workers' Exchange, the need experienced by agencies to have good personnel, the formation of the AASW with its major stress on professional concerns, and the changing development of Association structure in terms of executive committee, membership committee, chapters, increased membership participation, etc.

The respective work of the national and local bodies was also taken up as each has a contribution to make to the profession of

social work. The national Association administers standards of membership and develops through its staff and through national committees a professional program to help qualified workers to be more successful as practitioners. The chapters in turn have an obligation to develop leadership and interest in making a program suited to the local needs of the community. The work of the national staff in giving program material is only the first word and not the last. National and local bodies each need the other and strategy should be used in placing the emphasis so as to get the best results.

At the Friday afternoon session on structure of the Association in terms of organization, suggestions were made about the manner of choosing the board of directors, the election of officers, the work of national committees and the national staff, and the place in the total program of the delegate and regional conferences. The question was raised of having regional representation on the board of directors as it was suggested that the closer the representative was to the region, the more effective the work of the total organization would be. At present representation comes from the national to the region whereas under the other plan it would be from the region to the national. The election by the executive board of the officers from its members was thought desirable. Another suggestion was that the Delegate Conference elect the board and the board the officers.

Suggestions were made about the work of the national committees and that of the national staff. It was granted that what committees are needed would depend on how the national and regional programs are integrated. On the work of the national staff Ernest Witte summarized the thinking: (1) There should be a group of specialists to call on for a particular problem rather than to make periodic field visits; chapters are not always ready for field visits, but if they asked for help, they would be prepared to get something out of the visit. (2) There should be careful study yearly of the activities of all chapters and follow-up work by the national staff on chapters that are not functioning. (3) There should be a strong research department so that problems could be referred directly to the national staff and the information used locally.

On the place of the delegate conference, and the regional one, it was thought desirable to have a delegate conference annually as the picture is changing so rapidly, and the delegate conference is the one place where the whole Association is brought together. About the regional conference two suggestions were made: one that material would be less unwieldy if it were first discussed at regional conferences before being presented at the delegate conference; and second, there is something to be said for having regional representation rather than chapter. A small chapter may have done little work yet its representative will have the same vote as the one from the active chapter of a hundred members. It was the consensus that the regional conference should remain for the present with its function as that of providing open, unrestricted communication of chapters having common interests and common problems. The growth should be a natural one rather than the national office setting up superimposed regions.

At the third discussion meeting on the problems of small chapters, the problem of how to get greater participation among all members whether in chapter or non-chapter areas was discussed. The Nebraska Chapter stimulates interest by bulletin service to all members, and by including all members on committees. It also sets an examination for prospective members on the purpose and function of AASW so when they become members they know about the kind of an organization they are developing. In Iowa, members who are not satisfied with the work of the chapter are encouraged to take responsibility as chairmen and as active participants. In the discussion of the kinds of programs various chapters carry, the question of leadership, the correlation of money and practical possibilities in a program, the members acquired a greater realization of how many factors there are to be considered in the total program of the Association.

At the two other meetings, a dinner and a luncheon, other phases of the work of the Association were considered. At the panel discussion on the purposes of the Association, the need was brought out for the professional organization to define its underlying body of knowledge as there have been so many changes during the last seven years. The part the professional school plays in preparing students for the profession was shown in the fact that eligibility for membership was defined in terms of professional education rather than of agency experience as formerly.

As to the practitioner on the job the Association can help to develop new fields of practice as well as to raise standards in the fields now covered. Social work agencies in the future will be tested by whether they employ workers qualified to give the service for which they are set up.

The place of the professional organization and that of the union as to employment practices was discussed. Each has its own place but our concern is with the professional organization which says who shall practice and that conditions shall be conducive to good practice. We approach the problem on the basis of making social work effective.

Values of the Conference

The conference was characterized by a high type of professional interest as was shown in the intelligent contributions made by a large part of the group who participated in the various discussions. In turn, the members gained a better perspective of the function, organization and scope of a professional association. Virgil Hall of Iowa writes, "The chief value of a regional conference is in what it has taught us about AASW. As I look back over the last two or three years it has been able to answer many of the questions which concerned the individual chapter members. I think the conference at Denver tied in directly with the Delegate Conference in Seattle."

Ernest Witte voiced the same opinion: "The major value of this conference seems to be in diffusing ideas, clarifying issues and relating the national focus to local situations. The spontaneous and informal discussion indicated the value and feasibility of meetings at which there is no responsibility for the adoption of association legislation or the formal presentation of papers or talks."

The conference seemed of particular value to members of small chapters and those from non-chapter areas. In Colorado there are almost twenty-five members: ten or twelve of these belong to the Colorado Springs Chapter and the others are scattered throughout the state. Fifteen such members attended the conference. Miss van Diest, chairman of the Colorado Springs Chapter, evaluated the conference: "In many instances the discussions represented the first opportunity which members of the group had had for consideration of problems and programs which have previously seemed theoretical and scarcely applicable to a group as small as ours. We feel a new incentive and a greater responsibility toward our profession, social work. Mr. West's detailed and stimulating talk at the final luncheon has keynoted our thinking as we go into another year."

Early in the conference it was evident to the members that there was sufficient value in a regional conference to warrant making plans for one in 1939. At the close of the first session, a motion was adopted that a committee be appointed to consider the time and place of another regional meeting and any thinking the committee members may have on the subject.

Plan for Next Regional Conference

At the close of the Saturday morning session the following report of the Organization Committee was approved:

1. That the next conference be held during the first week in October, 1939, in Colorado Springs, Colorado.
2. That the membership of the conference be assumed for the states of Nebraska, Iowa, Kansas, Wyoming, Colorado and New Mexico, and that the states of Utah, Arizona, Montana, North Dakota and the Western Missouri area be invited to join if they do not prefer to join another regional group of states for this purpose.
3. Finance: It is estimated that general expenses (exclusive of the personal expenses of delegates) including postage, stenographic service, quarters for conference meeting, and publication and distribution of minutes, will cost approximately $25. Further discussion and action upon this matter is recommended for immediate consideration.
4. For the next year it is recommended that the conference be planned and arranged by a chairman to be a member of the host chapter, and to be authorized to engage his own assistants in executing the arrangements for the conference. The following activities are specifically requested:
   a. Within the next month following this conference to notify all chapters of these plans;
   b. To submit to all chapters and the national staff not later than next May, a tentative draft of the program for the conference, including suggested assignments for program participants;
   c. To instruct all chapters to notify the chairman of the conference, not later than July 30th, of the chapters' concurrence in the proposed program, or a statement suggesting any revisions thereof.

The foregoing arrangements are suggested for next year only, and are not intended to set any precedents for the future. Throughout the country all chapters, as well as the national organization, have been requested by the Delegate Conference to rethink the organization and program of the Association. Certain questions are of particular importance in considering the place of the regional conference in the whole pattern for the

activities of the Association. Among them are:

1. Shall regional conferences be voluntary informal groups of chapters, self-organized; or shall regions be established throughout the country for a number of purposes in carrying on the Association's activities, and shall regional conferences thus be given some specific responsibility and a definite place in the Association's organization?
2. Shall the regional conference be annual or perhaps biennial? Shall it meet on the alternate years between biennial meetings of the delegate conference, or shall it meet annually in addition to the annual delegate conference; or shall it meet biennially in addition to the annual delegate conference?
3. What may be the relationship between the activities of national divisions and the regional conference?
4. To what extent will the regional conference provide a medium for additional field service from the national staff, the need for which has frequently been expressed?

These questions are referred for consideration during the next year, to chapters within this region.

Finally, it is suggested that they be included on the agenda at the next regional conference, when the outcome of the deliberations of the next delegate conference is known.

A New Information Service of interest to social workers becomes available with the January issue of the *Washington News Letter on Social Legislation.* It is edited by Glen Leet who has been technical consultant on social legislation to the APWA, has acted for several years as its Washington representative, and in addition worked out various laws for public welfare legislation within a number of states. The *News Letter,* which will be issued bi-weekly while Congress is in session, will cover proposed federal legislation to increase federal aid to dependent children from one-third to one-half; to equalize old-age assistance; to provide grants to the states for direct relief, transients and Indians; to provide medical care; to extend the coverage and otherwise amend unemployment compensation and old-age insurance; to liquidate WPA; and so forth.

Mr. Leet explains that the *News Letter* will "seek to present the best opinions obtainable as to the prospects and significance of these proposals." It will concern itself more with "off the record thinking" and "behind the scenes" situations than with official statements. It will also cover amendments suggested by state officials and their evaluations of amendments from other sources. Mr. Leet plans to include in the regular $5 subscription special editions on matters of immediate interest.

For information, write Glen Leet, Editor, *Washington News Letter on Social Legislation,* 1733 Nineteenth Street, N. W., Washington, D. C.

In Behalf of Refugees

The Association will be related to social work's deep concern with the whole refugee problem through the assignment recently accepted by its president, Harry Greenstein, to organize and coordinate the program for refugee work in the United States. Though urged to assume permanent responsibility for this work, Mr. Greenstein preferred to remain in Baltimore and accepted an appointment for a three-months' period during which the Associated Jewish Charities, of which he is director, will lend his services to the National Coordinating Committee. The major organizations represented by the Committee are the Emergency Committee in Aid of Displaced Foreign Physicians, the Emergency Committee in Aid of Displaced German Scholars, the Greater New York Coordinating Committee for the Care of German-Jewish Refugees in New York and the German-Jewish Children's Aid. Cooperating with the central committee are all organizations, sectarian and non-sectarian, who have taken responsibility for caring for refugees. Mr. Greenstein will begin the work for coordinating these various activities on March 1st.

Throughout the Association protests have been voiced in the name of professional social work against the persecutions in Europe and recommendations made in behalf of American care for refugees. Various chapters have expressed themselves in resolutions addressed to President Roosevelt and have urged among other measures that every effort be made to extend and expedite the admissions of refugees to the United States and organize effective plans for their care in this country. At its last meeting the National Executive Committee authorized the acceptance of Mayor LaGuardia's request that the Executive Secretary of the Association be one of the sponsors of a mass rally and eight members were appointed to attend the meeting as official representatives of the professional organization.

Division Gets Chapter Advice on Association's Government Program

Dorothy C. Kahn, Chairman of the Division on Government and Social Work, Reports on Discussion by Chapter Representatives at Washington Meeting.

Taking advantage of the presence in Washington of Association members at the Round Table Conference of the American Public Welfare Association, the Division on Government and Social Work called a meeting of chapter representatives on December 11. The session afforded the Division a helpful opportunity for discussion of chapter opinion on program. Sixty members from 38 chapters were in attendance. Following a brief review of the recommendations of the Delegate Conference and recent action by the Executive Committee on the business of the Division, the past and present activities of the Association in this area were summarized:

Annual study has been given to government programs and formulation of the Association's position on the public social services. Increasing use is being made of the Association's statement on employment, relief and assistance programs by chapters and other groups.

For three years the Association, in cooperation with chapter groups, has made a survey of relief needs. The material gathered in this survey has had wide publicity and has had notable effects on discussions of programs by members of Congress and other important planning groups. Plans for this year's survey are now under way.

A sub-committee of the Division has been working on the national health program and its representatives are now giving assistance to the Inter-departmental Committee.

The Association's staff carries on a constant correspondence with chapters, and members, and with the public. It collects and makes available material on many subjects, specializing in matters relating to the interests of chapters.

An interesting discussion of chapter needs and program followed, in which the following points were made:

There is great need for studies of what social workers actually do and of efforts to articulate practice in such a way that it will be more readily usable for purposes of interpretation of the profession.

It is not necessary to know everything about the entire social philosophy of the profession before making statements and taking action. There are many questions on which social work is ready to speak out of its experience, and statements have been and can again be focused on particular problems, so as to be useful in a variety of ways.

Chapter discussion of the Association's statement on work, assistance and insurance was urged, with as much opportunity as possible for chapters to participate in the development of the statement.

The chapters can make definite plans to use other agencies in the community as their allies in presenting specific programs. This involves working with these groups before issues arise. Examples of such cooperation started by chapters whose representatives were present included cooperation with medical associations, state conferences, teachers, labor organizations, leagues of women voters and other women's organizations.

The Association and its chapters can serve as a resource for information for other organizations, for members of the legislature, etc., and may be more effective in this role than as a pressure group.

In urging support for issues, the chapters should learn to distinguish between essential principles on the one hand and administrative problems on the other since the latter may not primarily involve social work although social work programs are vitally affected by the manner of administration.

The Division should, as it becomes equipped to do so, make studies of local situations, as the need arises.

There is a need for popular presentation in magazines, weekly journals, radio news features, etc., of social work material.

The Division has a peculiar responsibility to non-chapter members who are much in need of its help.

Chapter projects have included such

items as public welfare administration, civil service, probation and parole and the health program.

The problem presented by officials and administrators who fail to welcome assistance from the chapter is probably as difficult to meet as are those situations where the administrator is unfamiliar with or actually antagonistic to social work.

It was clear that the chapter representatives recognized a need to articulate professional knowledge in this field and to present it in such language and in such a manner as to be generally understood. In this effort, it is urged that the help of other groups be sought. There will be some areas involving professional competence where the Association can speak clearly and in its own name. There are others where public welfare objectives affect the conditions under which social workers operate, but these involve other groups as well; and it is here that these groups may be more effective than the social work profession itself. There was also a clear call for a more vigorous and aggressive stand on professional issues.

The chapter representatives endorsed enthusiastically the proposal made by the Division Committee in an earlier meeting, that the objectives of the Division in securing participation and offering general help to the chapters could be met more effectively by organizing a small committee located in one accessible area, than by continuing to work through a large group with geographical representation. This small group can serve as a steering committee enlisting the assistance of chapters, regional areas and advisory committees on specific problems and projects.

The meeting also expressed enthusiasm for the regional conferences which have thus far been held and urged that this device be encouraged and its use expanded.

Examination for Group Work Position

Members of the AASW who are working in the group work field will be interested in a preliminary announcement of an examination for Assistant Director of Recreational and Community Activities of the New York City Board of Education, which was issued December 5, 1938, and which is open to men and women without residence restrictions. The position carries an initial annual salary of $5,000 with yearly increments of $250 to a maximum of $6,000. The preliminary statement of requirements indicates that college graduates with 30 semester hours of graduate work, of which 24 have been in the fields of recreation, community activities, sociology and related subjects, are eligible if they have had 8 years of experience in recreation or community activity, at least two years of which have been in a supervisory capacity. Teaching experience up to 3 years may be substituted for the non-advisory recreation activity.

"These requirements reflect an increased tendency on the part of the Board of Education of New York City to accept experience in private fields of social work in meeting requirements for non-teaching positions in the educational system," according to M. W. Beckelman. "This change is all to the good since it serves to infuse the public education system with experiences and points of view of qualified persons who have developed under other auspices than those of a very large and necessarily somewhat bureaucratic educational system. We have talked a great deal about the value of the private agency as an experimental and demonstration center; if this is true, one excellent way of making its experiments and demonstrations fruitful in the public education system is to permit the men and women who have conducted these experiments to transfer their activities and their points of view to that system." . . . "The recent shift in emphasis of the former Division of Extension Activities with the appointment of the present director, Mark A. McCloskey, offers interesting possibilities in this position for AASW members with experience in Y's, settlements, boys' clubs, community centers and similar fields."

Additional information regarding the examination may be obtained in person or in writing from Joseph Jablonower, Chairman of the Committee on Licenses for Recreational and Community Centers, Board of Education, 500 Park Avenue, New York.

Committee on Conference Proposals

A committee has been created by the Executive Committee to deal with reports from chapters on questions of function and structure. Linton B. Swift is chairman, and the other members are Fern Lowry, Malcolm S. Nichols, Conrad Van Hyning and Kenneth L. M. Pray. Reports of work which has been done and action taken by 12 chapters have been received, and many more are promised. Work on this material has been one of the major staff assignments for this year. The committee will submit its material to the membership in April.

On Changes in Organization of AASW

Fitting Structural Means to Functional Ends.

Among other actions the Delegate Conference in Seattle requested the individual members of the Association to study the problems of organization and structure in preparation for the 1939 Conference next June.

The lot of the Association member who attempts to fulfill this obligation or of the chapter through which the members' opinions are sifted, is not a simple one. It is not enough to know that improvements need to be made and what devices should be used for that purpose. It is also important to know something of the present structure and how it has developed through repeated changes to meet the needs for strengthening the professional movement in social work. It boils down to the problem of providing the new elements which some members feel are urgently needed without lopping off or impairing important things which have come to represent interests that other members wish to retain.

The record shows that there have been many changes in the Association's structure in the past. What may be done next June will represent another step in a series by which the organization has been adapted to its needs. From the first changes in the initial annual meeting in 1922 the Association has made many structural changes, principally in the direction of greater and more democratic membership participation. The general idea which "the Founding Fathers" of the AASW had for a professional association launched a vigorous organization but there has never been any strong party within the membership which has resisted changes in the constitution. Changes have been so continuous from the beginning that there has never been any substantial feeling in the membership that a particular part of the structure was time-hallowed.

The Association's structure is defined as "the means of interchange of ideas, the facilities for communication and development, and the channels through which the growth of the Association is fostered." The structure consists of "the various units set up throughout the Association to perform specific tasks and the channels and procedures which have been developed in order to relate these units one to another." A recent memorandum to chapters points out: "Beginning in 1921 when the AASW emerged out of the Social Workers' Exchange, taking from the Exchange its first forms of organization, the AASW has made successive modifications of and additions to this 'inherited' organizational base which was a membership of about 1,000, a Board of Directors, nomination procedure, a Central Council elected by the Board and an annual meeting.

"The changes which have since been made in the structural units and the relationships between them have been aimed to increase the effectiveness of the total Association program, to meet more adequately the needs of an increasing and more actively interested membership, and to provide more representation of the membership's concern with the Association's operations."

In 1922, "opportunity for (membership) voice in elections and in questions of policy and program came only through attendance at the annual meeting held at the National Conference of Social Work. Those not in attendance at the annual meeting were without means of expression and voting power." In 1932 when the total membership was about 6,000, the peak of attendance at annual meetings was attained, 1,000. To provide greater opportunities for membership voice, elections are now conducted by mail with each member having the opportunity to vote. The Delegate Meeting was organized to provide a direct means of membership voice on questions of policy. Chapters have developed spontaneously as a natural means of participation in a local setting. This means of participation is extended through membership on the national administrative bodies and national divisions and committees. Through procedure for nomination by petition the membership may not only submit additional nominations for office but may also submit any other matter of policy or program for membership vote.

The National Council, which in the old days was charged with "responsibility for the management of the organization," consisted of 60 members, 20 elected each year for 3-year terms from a single slate by the membership at the annual meeting. Even then there was recognition of the administrative difficulties encountered by such a large group whose base for representation was unclear.

The increasing size of the Association and the expansion of its program indicated the next step: abolishment of the Council; delegation of all administrative responsibility

directly to the Executive Committee; and delegation of policy-making function to the newly established Delegate Meeting. The Delegate Meeting, unlike its predecessor, the annual meeting, is based on selection by and representation of the chapters. Its meetings are called by the Executive Committee, and a required minimum of 30-days' notice allows planning and preparation for discussions of the Association's business and important subject matter. It provides as well "a channel through which people representing chapters have opportunity to be active in the Association's development and a means of getting chapter thinking to the Executive Committee and total national thinking back to the chapters for further local consideration." (The February 1937 COMPASS gives a review of the Delegate Conferences held since their inception in 1934.)

"Chapter organization was not anticipated in 1921 and when by 1922, several had already developed, constitutional provision for chapter development was made very broad in order 'to give chapters the widest opportunity for initiative.' A 'plan for chapter representation in the conduct of the Association's activities' was to be determined after more experience in chapter development."

Though spontaneous in their development, chapters soon were recognized as the important basic units of the national Association. "The Executive Committee has responsibility for determining that membership and purposes conform with those of the national Association and for assigning the area over which the chapter shall have jurisdiction.

"Each chapter elects its own officers and delegates in whatever manner it desires. The chapter is requested to make provision for the work in membership administration necessary to assist the Executive Committee in its responsibility for final decision on all membership applications.

"The national Association combines the collection of chapter with the collection of national dues as a matter of convenience for the chapters."

The importance was also recognized of having the chapters "free to develop their own programs, activities and organization within the range of the purposes of the Association, and as their own programs, activities and organization within the range of the purposes of the Association, and as their local setting and social work development in that area require. There are no rules imposed by the Executive Committee and procedures now developed are based on cooperation between the chapters and the national Association.

"The Executive Committee does not take initiative in chapter organization but has a large responsibility for promotion of local organizations as the natural basic units of the national Association, and for guidance of their development."

An important addition to the Association's structure has been the development of national divisions and committees which are authorized by the Executive Committee and whose chairmen are members of the Executive Committee, "thereby providing a direct channel to the Executive Committee and among all committees, a channel through which all parts of the program can be readily related to the whole." Provision for relationship of the parts to the whole and for wide geographic participation and representation were not as vital in 1922, nor did the financial resources of the Association allow as great flexibility. But the same important factors of increasing membership and expanding program pointed the way to these additions and the desire for increased channels for participation has brought recognition of the need for increased means to fulfill that desire.

The Same Old Story

Thomas H. Hoare asks, "Why doesn't some Congressman look in his desk drawer?"

The Senate is debating what the newspapers like to call "the Relief Bill."

The debate goes on, and like the song about the music, will "come out here." Here being the approximate spot where the debate began.

There is a painful familiarity about this routine that prompts the casual reader to mutter to himself—"This is where I came in," and to start looking for his hat and rubbers.

The plot opens with a request from the administration for a specified sum for relief. Usually a statement accompanies this request to the effect that "we must provide work for those who can work." Administration critics then proceed to denounce the request as extravagant. They offer less. The newspapers report: "Senate cuts Administration relief request." Debate then begins. Administration supporters label those opposed as Tories. The Tories label the supporters "reckless, bureaucratic squanderers of the public tax money." Opposing leaders charge bad faith. After much pulling and hauling and speeches to the effect that no one shall be allowed to starve, one of two things happens: either the original request is passed, or shaved. Debate ends and the subject is forgotten.

One of these days some member of Congress is going to rummage through his desk drawer and come upon the program outlined by the AASW and reiterated annually for the past six years. If some distinguished representative should come across this document in tidying up his office and should read it, all that would be necessary for him to do would be to stamp a number on it and offer it as a bill for consideration as a realistic approach to the whole problem of providing for those in need in this country. Then it might be possible to replace the annual routine of pointless debate with a comprehensive discussion of the whole problem of economic insecurity.

A work-program is needed, and a decent, adequate program. Of this there can be no doubt. It is a plain fact that millions of our citizens are unable to provide for themselves through their own efforts. A better basis for a work program could be established by building on a program of direct relief through Federal grants in aid, such as recommended by the AASW for the double program would be the realistic method of providing basic assistance for *all of those in need.*

Once established, it would be a simple matter to impose on top of this first-line program a real work-program at real wages for as many of those who could work as could be fitted into a scheme of work. Then debates in Congress could be based on facts, for it would be known to all members of that august body how many people needed to be provided for and those in favor of adequate programs would have adequate ammunition to support their stand. Their opponents of that stand would be faced with the choice of supporting the program or engaging in active opposition to decent aid for those in need.

Work to Be Done on the Washington Scene

(Continued from Page 3)

A bill for this purpose has already been introduced by Congresswoman Caroline O'Day, of New York. This is HR-101; this has been referred to the House Ways and Means Committee which will handle all House Social Security amendments. The committee will undoubtedly hold hearings soon. Persons wishing to be notified of the dates set for the hearings may write to Chairman Robert L. Doughton requesting that they be sent notices of hearings on this bill. It will be appropriate for organizations directly concerned to have statements of their position with reference to this problem formulated and ready to be made available to the Committee when the time comes for action.

Extension of Merit System

Extension of the merit system to state employees, paid in part out of Social Security funds, looms as a definite possibility. Congressman Ramspeck, Chairman of the Civil Service Committee of the House, plans to introduce a bill for this purpose. The measure is advocated by Senator Mead, and will probably receive support from Senator Sheppard's group. Both Arthur Altmeyer and Frank Bane have urged the adoption of this proposal, and it will be recommended by the Social Security Board. At a meeting of state welfare officials, during the December Round Table Conference of the American Public Welfare Association, there was unanimous approval for the statement that the states would welcome an amendment to the Social Security Act, requiring state merit systems as a condition of eligibility for state funds.

Relief

Drastic curtailment of WPA is planned by many members of Congress. "Politics" is the battle cry, but the objective of some is to reduce public expenditures at the expense of the unemployed. Shrinkage rather than cleaning is likely to be the most notable result of the laundering process Congress has in store for WPA. Shrinkage to the point of strangulation is planned for white collar projects.

Congressional earmarking of WPA funds for specific purposes is one of the difficult tasks which members seem inclined at the present to assume.

Many members of Congress are under terrific pressure from the aged to raise old-age assistance to fantastic levels, regardless of the effect on assistance for other persons in need. Some Congressmen believe that other groups, the sick, dependent children, and people in need of general relief, should have prior consideration, and they are eager for more facts and evidence in order that they may take a constructive and positive position rather than one that is merely negative to the aged.

As a back-log to the whole program, the establishment of a system of grants-in-aid to the states for direct relief administered by the Social Security Board, is a definite possibility. A number of Senators and Congressmen are known to be strongly in favor of such a move. With these changes in prospect, the

role of a professional organization of social workers becomes important, but also very delicate. Organizations and individuals interested only in cheaper relief will seek to use them for purposes which are not in the public interest. On the other hand, grants-in-aid to the states for general relief offer the possibility of maintaining reasonable standards in programs which are in danger of reverting to the old poor relief status.

Social Work Fellowships and Scholarships

THIS list is compiled annually by the AASW as a method of bringing scholarship opportunities to the attention of those who might be interested and qualified to apply for them. Information in regard to scholarship offerings in the member schools of the Association of Schools will be found in the list, together with some which are offered elsewhere.

The schools report that the number of applicants is always greatly in excess of the available scholarships and that an exceptionally good academic record as an undergraduate, plus evidence of the applicant's qualifications for the field of social work is essential in securing a scholarship. An undergraduate major in one of the social sciences is required in some instances and when experience is required for certain scholarships, this must have been of superior quality. There are ordinarily no geographical limitations in applying for scholarships and the schools report wide distribution in applications received and scholarships awarded.

I. American Association of Schools of Social Work

1—Atlanta University School of Social Work, Atlanta, Ga.

Scholarships and Fellowships 1939–40

Several tuition scholarships available to qualified students offered by the School.

One tuition scholarship offered by Alumni Association of School. (This is really a loan fund which the recipient repays after graduation.)

2—Bryn Mawr College, Bryn Mawr, Pa. Carola Woerishoffer Graduate Department of Social Economy and Social Research.

Resident Research Assistantship 1939–40

A Susan M. Kingsbury Research Assistantship in Social Economy and Social Research, comprising a stipend of $800 and a remission of tuition, is awarded annually on the recommendation of the Director of the Carola Woerishoffer Graduate Department of Social Economy and Social Research. It is open to graduates of any college of good standing, preferably students of advanced standing and candidates for the degree of Doctor of Philosophy, who, from either training or experience, have knowledge of methods and techniques in social investigation.

Fellowships 1939–40

Two Carola Woerishoffer Memorial Fellowships of the value of $860 each are awarded annually on the ground of excellence in scholarship to candidates who have completed at least one year of graduate work at some college of good standing after obtaining their first degree.

Scholarships 1939–40

Two Carola Woerishoffer Memorial Scholarships of the value of $400 each are offered annually and are open for competition to graduates of Bryn Mawr College or of any other college of good standing.

The Susan M. Kingsbury Research Scholarship of the value of $300 is open to graduates of Bryn Mawr College or of any other college of good standing.

Application

Application for scholarships and fellowships should be made by *March 1, 1939,* to the Dean of the Graduate School, Bryn Mawr College. Application forms sent on request.

3—Buffalo, University of, Buffalo, New York. School of Social Work.

Scholarships and Assistantships 1939–40

Working Assistantship in social work open to college graduates on a competitive basis. Provides $250 in tuition and $250 in cash. Usually open to second year post-graduate students.

Part-time positions in social work and other organizations occasionally available through the Work-Study Programs for students doing field work.

In addition, the income from a $1,000 fund is available to pre-social work students taking their B.A. in the Department of Sociology.

4—California, University of, Berkeley, Calif.

Scholarships 1939–40

James Denman Scholarship is open to women students, graduate or undergraduate, of the University of California preparing to enter upon some municipal or quasi-public employment having in view the systematic regulation, care, and fostering of the recreation of young people in large cities.

5—Carnegie Institute of Technology, Pittsburgh, Pa. Margaret Morrison Carnegie College.

Scholarships 1939–40

Some agency fellowships available to qualifying second-year students. No scholarships offered in the first year of the professional curriculum.

General scholarships offered in the undergraduate curriculum are listed on pages XXV to XXVII of Margaret Morrison Carnegie College *Bulletin* and are open to any qualifying student pursuing the pre-professional course.

6—Catholic University of America, Washington, D. C. School of Social Work.

Scholarships 1939–40

Two of the 25 full scholarships established by the Knights of Columbus at the Catholic University of America are available to students in the School of Social Work. One of these scholarships will be available in the spring of 1939.

The following scholarships are available to students who meet the qualifications for admission to the School of Social Work, and who are selected with the cooperation of the local agency. One of the two full

scholarships offered by the Society of St. Vincent de Paul in St. Louis will be available in the spring of 1939. One scholarship offered by the Society of St. Vincent de Paul in New York City will be available in the spring of 1939.

Several of the scholarships offering maintenance in institutions in the District of Columbia for a prescribed number of hours of work will be available beginning the fall term 1939–40.

In addition to the above, a number of scholarships established by Catholic dioceses are available for priest students in the School of Social Work.

The School of Social Work has the privilege of referring qualified students to a national foundation which provides non-interest-bearing loans to graduate students within one year of the degree.

Applications for scholarships must be submitted to the Dean on or before *April 1, 1939.*

7—Chicago, University of, Chicago, Illinois. School of Social Service Administration.

FELLOWSHIPS 1939–40

Two university fellowship carry stipends of $600 and $750 from which tuition fees must be paid. They are available for students who have completed at least two years of graduate work in social service and have had experience in social work.

A special fellowship fund founded by the alumni of the Chicago School of Civics and Philanthropy yields approximately $700 biennially and is usually awarded to a candidate who has already had experience in social work, and who has completed part of the School's program.

The Leila Houghteling Fellowships and Scholarships range from tuition fees to the sum of $600 a year, depending upon the student's assignment. They are available only to those candidates who have completed a substantial amount of professional work (including field work) in the School of Social Service Administration.

The Commonwealth Fund Fellowships—For several years the School has received from the Commonwealth Fund an annual grant for special fellowships in psychiatric social work. These scholarship grants are usually awarded to students who have already completed not less than two quarters of graduate work in the School, and who are planning to remain to complete the two-year graduate program.

SCHOLARSHIPS 1939–40

A few graduate service scholarships and half scholarships are available, carrying stipends which cover only tuition or half tuition and carry a service obligation of ten (or five) hours a week.

A few Hannah Solomon Scholarships carrying tuition are granted by the National Council of Jewish Juniors. Information concerning these scholarships may be obtained from the Dean.

The La Verne Noyes Foundation provides tuition scholarships for deserving students who have served in the Army or Navy, or who are descendants of any one who served in the Great War.

The Helen M. Crittenden Loan Fund, the Leila Houghteling Loan Fund, the Sidney Teller Loan Fund and the Alumni Loan Fund are available for small loans to students who have already completed one or more quarters of work.

All fellowships and scholarships are available only to graduate students with good scholarship records in the colleges or universities attended and when experience is required, evidence must be submitted showing that this has been experience of superior quality indicating promise of further development and a future contribution to the field.

8—Cincinnati, University of, Cincinnati, Ohio. Division of Training for Public Welfare Administration.

SCHOLARSHIPS 1939–40

A few tuition scholarships are available. These are awarded to applicants for admission to the Division whose college record is excellent and who would be unable to enter upon the training without such help.

Cooperating social agencies offer a limited number of opportunities on their staffs for half-time service under supervision with pay, for promising students selected by the Division, thus providing extended practice as part of the training. Students are chosen for these assignments on the basis of scholarship as attested by their college records, preparation in the social sciences, and personal fitness for a social welfare career as determined by references and interview.

9—Denver, University of, Denver, Colorado. Department of Social Work.

SCHOLARSHIPS AND ASSISTANTSHIPS 1939–40

The loan scholarship of the Denver Chapter of the American Association of Social Workers is open to an advanced graduate student. There are also several student assistantships paying half tuition for students who serve as clerical assistants in the department. Some assistance is available through the National Youth Administration to individuals under twenty-five years of age. A few opportunities for maintenance are available.

All loan scholarships and assistantships are granted on a basis of scholarship and need. Preference is given to students who have had one quarter of work in the department.

10—Fordham University, New York. School of Social Service.

SCHOLARSHIPS 1939–40

The *Margaret Cummings Haney Scholarship* and the *Adelaide McNamara Scholarship* provide part tuition for students who have completed at least one semester of work in the School. The *Elizabeth Cady Memorial Fund* is available for small loans to students who may need supplementary aid. No fellowships are offered by the School. Awards for scholarships and student aid are based on the applicant's school record and financial circumstances. Applications close on *May 1, 1939.* Scholarships begin the semester following their award and appointments are for one year only. Communications should be addressed to The Dean, Room 805, Woolworth Building, New York, N. Y.

11—Graduate School for Jewish Social Work, 71 West 47th Street, New York.

FELLOWSHIPS AND SCHOLARSHIPS 1939–40

The Graduate School awards each year between ten and twenty scholarships and fellowships ranging in size from $150 to $500. These awards are made to people who have the requisite qualifications of: adequate personality; suitable educational background (social sciences); interest in Jewish life and its problems; satisfactory life and work experience; and scholastic record in undergraduate work.

Applications are received from seniors and graduates from the colleges and universities throughout the country, as well as qualified social workers who have not had professional training.

The $500 and $350 fellowships are awarded on the basis of a competitive examination held in various parts of the country in the spring of the year. Fellowships of $250 and tuition scholarships of $150 do not require an examination. However, the Committee on Admissions and Awards reserves the right to consider for these awards the candidates who took the

examination but did not rank high enough for the larger awards.

Fellowships and scholarships of similar size are also available for second-year students. These are awarded on the basis of the student's record while in the School.

In addition to the above, several community fellowships are available each year for students who will pledge themselves to work in those communities for a limited period of time after graduation. For specific information regarding these fellowships, see the catalogue of the School, which will be sent upon request.

The School has a Students' Aid and a Students' Loan Fund for the purpose of helping students who may need financial assistance to take the course in the School.

12—Indiana University, Indianapolis, Ind. Training Course for Social Work.

SCHOLARSHIPS 1939–40

Amos W. Butler Memorial Scholarships available to advanced students in public welfare administration.

Katharine Holliday Daniels Memorial Loan Fund, loans without interest to advanced students preparing for group work or allied fields.

Institutional Maintenance Scholarships for advanced students in selected state institutions.

13—Iowa, State University of, Iowa City. Graduate Course in Social Work.

SCHOLARSHIPS AND ASSISTANTSHIPS 1939–40

The Graduate College of the State University of Iowa has 50 tuition scholarships, 30 tuition and room scholarships, 50 or more research or assistantships, and about 70 graduate assistantships on half time, and 25 or more research assistantships on one-fourth time. These are open to any graduate student of high scholastic standing on a competitive basis. Students interested in graduate study in the Division of Social Administration may make application. All of them carry a reduction of two-thirds tuition both for the academic year and for the summer session adjacent to the academic year for which the appointment is made.

Assistantships, as a rule, are open only to graduate students who have done a year of distinguished work in their chosen major field.

Loan funds include the A. Whitney Carr Graduate Loan Fund and the Robert T. Swaine Graduate Loan Fund.

Application for any of the above should be filed with the Graduate College not later than *March 1, 1939.*

There is, also, a loan fund of $200 established by the Iowa Chapter of the American Association of Social Workers, as an aid to students who wish to pursue graduate study in social work.

14—Louisville, University of, Louisville, Ky. Graduate Division of Social Administration.

SCHOLARSHIPS 1939–40

One tuition scholarship is offered by the Kentucky Chapter of AASW.

One or more other scholarships are occasionally made available on a joint-placement basis or by donations from interested citizens.

15—Loyola University, Chicago, Ill. School of Social Work.

SCHOLARSHIPS 1939–40

Five scholarships established in the School of Social Work by the Alumnae Association of Loyola University are available to graduate students. Three scholarships provide $250 and two provide $125.

16—(a) Michigan, University of, Ann Arbor. Curriculum in Social Work.

FELLOWSHIPS 1939–40

Graduate students in social work are eligible to apply for regular university fellowships of $500 each which are awarded on competitive basis to students in different fields. Applications for these fellowships should be received not later than *May 1, 1939.*

16—(b) Michigan, University of, Institute of Public & Social Administration, Detroit, Michigan. Curriculum in Social Work.

FELLOWSHIPS AND SCHOLARSHIPS 1939–40

Graduate students in social work eligible to apply for university fellowships and scholarships open to graduate students generally in the University.

A number of field scholarships provided by cooperating agencies and paying $60 to $80 a month for students who would not otherwise be able to carry field work.

17—Minnesota, University of, Minneapolis. Graduate Course in Social Work.

FELLOWSHIPS AND SCHOLARSHIPS 1939–40

Several fellowships in medical social work and one in social work, special line not stated, are available for graduate students who have been enrolled in the Graduate Course in Social Work for at least one quarter. These fellowships amount to $150 a quarter. They are awarded to promising students who would be unable to continue their professional education unless financial assistance could be procured. No other special scholarships are available for students in social work. Thirteen general academic scholarships ranging from $50 to $300 are open to undergraduate, pre-social work students if qualified.

Applications for such fellowships must be made not later than *March 1, 1939.*

18—National Catholic School of Social Service, Washington, D. C.

FELLOWSHIPS AND SCHOLARSHIPS 1939–40

Seven full fellowships, seven part fellowships, and four scholarships will be awarded.

Candidates are nominated by the following patrons who have created the endowments. Eligibility requires residence in the Diocese of the sponsor or membership in the sponsoring organization.

FULL FELLOWSHIPS (ENDOWED)

Full fellowships offer both tuition ($250 annually) and maintenance ($500 annually).

1. The Queen Isabella Foundation, Daughters of Isabella (4).
2. Hartford Fellowship, Diocesan Council of Catholic Women, Hartford, Connecticut (1).

PART FELLOWSHIPS (ENDOWED)

Part fellowships offer $500 annually, *i.e.,* two-thirds of tuition and maintenance.

1. Mary Gess Schrembs Fellowship, Diocesan Council of Catholic Women, Cleveland, Ohio (1).
2. Anna Clarke Hanna Fellowship, Diocesan Council of Catholic Women, San Francisco, California (1).
3. Christine Parrott Donohue Fellowship, Mr. Joseph Donohue, San Francisco, California (1).

*4. Hines Fellowship, Mrs. Loretto Hines, Chicago, Illinois (1).

*5. Teresa Molamphy Fellowship, Pittsburgh Diocesan Council of Catholic Women, Pittsburgh, Pennsylvania (1).

*6. Sacred Heart Alumnae Scholarship, The Associated Alumnae of Sacred Heart Convents, Kansas City, Missouri (1).

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* Contingent on renomination and acceptance of present encumbent

ANNUAL FELLOWSHIPS

Annual fellowships provide full tuition ($250) and maintenance ($500) for one year.

1. Glennon Fellowship, Archdiocesan Council of Catholic Women, St. Louis, Missouri (1).

*2. Rt. Rev. Francis J. Haas Fellowship, Archdiocesan Council of Catholic Women, Milwaukee, Wisconsin (1).

3. Young Ladies Institute Fellowship, Young Ladies Institute on the Pacific Coast (1).

4. LeBlond Fellowship, Mrs. R. K. LeBlond, Archdiocese of Cincinnati, Ohio (1).

SCHOLARSHIPS

Scholarships provide tuition ($250) only.

*1. Scholarship, Catholic Charities, Archdiocese of New York (1).

2. Loan scholarship, Washington Auxiliary, National Catholic School of Social Service (2).

*3. Catholic Daughters of America Scholarship, District of Columbia Chapter, Catholic Daughters of America (1).

All candidates for scholarships or fellowships must be approved by the Admissions Committee of the School.

Scholarships and fellowships are granted on the basis of a competitive examination.

All candidates must hold the Bachelor's degree from a college of recognized standing.

Candidates must be not less than twenty-one nor more than thirty-five years of age.

Applications for fellowships or scholarships must be submitted before *April 1, 1939.*

All communications should be addressed to the Director, National Catholic School of Social Service, 2400 Nineteenth Street, N. W., Washington, D. C.

19—The New York School of Social Work, 122 East 22nd Street, New York City.

FELLOWSHIPS 1939–40

Foreign Fellowships

Elizabeth Lowe Gamble

A fellowship, covering tuition and maintenance, for a foreign student, preferably one from the Orient.

Willard Straight

A fellowship, covering tuition and maintenance, for a foreign student. (If the general financial situation should cancel this fellowship, due notice will be given.)

These fellowships become available as of October 1, 1939. Tuition for the fellowship period, approximately nine months, must be paid to the School from each of these fellowship grants. The grants do not cover traveling expenses. Applicants should have a background of practical experience in their own country and expect to return there to engage in social work. They should have sufficient knowledge of English to carry a full School program, including lectures, discussion and field work. Application must be made on blanks secured from the Fellowship Committee and filed with the School not later than *February 1, 1939.*

Work-Study Fellowships

The New York School of Social Work, in cooperation with some New York City institutions, is offering for 1939–40 not more than five work-study fellowships open to men and women living outside of New York City, who are interested in preparing for *group work or public welfare and who can remain at the School for at least nine months.*

The fellowships offer tuition from the School and an opportunity to earn maintenance in an institution in return for 15 or 20 hours of work weekly. Students must cover their own incidental expenses for which approximately $25 a month should be allowed.

With possible exceptions, appointments will begin with the Fall Quarter of 1939–40 and continue for three or, in some cases, four quarters.

Application blanks may be secured from the School and must be returned not later than *March 1, 1939.*

Commonwealth Fund Fellowships

A number of Commonwealth Fund fellowships, varying in amount, will be offered to candidates who wish to prepare for psychiatric social work and who have had at least two quarters of graduate training, preferably with some psychiatric theory, in a professional school of social work. Application must be made on blanks secured from the School and filed not later than *March 1, 1939.*

20—North Carolina, University of, Chapel Hill, N. C. School of Public Administration, Division of Public Welfare and Social Work.

FELLOWSHIPS AND SCHOLARSHIPS 1939–40

No special scholarships or fellowships offered in the Division of Public Welfare and Social Work. The limited number of scholarships and fellowships offered by the University to graduate students in general are open to social work students as to other graduate students. Application for the following college year must be filed before *March 1, 1939.*

21—Northwestern University, The University College, Chicago, Ill. Division of Social Work.

ASSISTANTSHIPS AND FELLOWSHIPS 1939–40

Five Assistantships in the Division of Social Work, carrying full graduate tuition, are available.

Eighteen university Fellowships of about $400 and tuition, and a limited number of tutorial fellowships covering tuition and board, are available to graduate students, some of which may be assigned to students in the Division of Social Work.

Applications should be received not later than *March 1, 1939.*

22—Ohio State University, Columbus, Ohio. School of Social Administration.

SCHOLARSHIPS 1939–40

Scholarship offered by Ohio Public Health Association, $300 and tuition.

Charles C. Stillman Scholarship, $100 and tuition.

Franklin H. Patterson Memorial Scholarship, $60 and tuition.

School of Social Administration Associates Graduate Scholarship, $60 and tuition.

Graduate students in Social Administration are eligible to apply for scholarships offered by the Graduate School of the University.

A limited amount of funds for loan without interest are available.

Under certain conditions non-resident fees of $150 a year are waived for a limited number of graduate students.

23—Oklahoma, University of, Norman, Okla., School of Social Work.

RESEARCH FELLOWSHIPS 1939–40

The University of Oklahoma offers ten or more graduate research fellowships and scholarships. Appointments are assigned from year to year to various departments according to the merits of the applicants and the nature of the research problems submitted. Research fellowships carry stipends ranging from $300 to $400. Research scholarships carry stipends ranging from $150 to $200 and are usually awarded to students who are entering upon graduate study.

Applications for research fellowships and scholarships must be filed with the Dean of the Graduate School on or before *March 15, 1939.*

24—Pennsylvania School of Social Work, Affiliated with the University of Pennsylvania, 311 So. Juniper Street, Philadelphia, Pa.

FELLOWSHIPS AND SCHOLARSHIPS 1939–40

The Pennsylvania School of Social Work announces that a number of first-year tuition scholarships for $250 will be available for students entering in the coming school year. A number of second-year fellowships and several fellowships for work in the Advanced Curriculum will also be awarded in cooperation with social agencies of Philadelphia, offering special educational opportunities in specialized fields.

Both scholarships and fellowships are available only for applicants who have completed a full four-year course in an accredited college or university, and fellowships will be awarded only to persons who have successfully completed at least one year of graduate, professional education, including the substantial equivalent of the first year of the Graduate Course at the Pennsylvania School.

Applications for scholarships and fellowships should be received not later than *May 15, 1939.*

Loan funds, administered by the Alumni Association of the School and by the Rachel Pflaum Memorial Committee, are available to a limited number of students.

25—Pittsburgh, University of, Pittsburgh, Pennsylvania. School of Applied Social Sciences.

FELLOWSHIPS AND SCHOLARSHIPS 1939–40

A number of fellowships and scholarships will be available in the Division of Social Administration. The process of reorganizing the program of the former Division of Social Work of the Graduate School into a division of the new independent professional school on a graduate level is still under way at this date. The first catalogue of the School of Applied Social Sciences will be available about March 1st. In any event generic social work will be emphasized in the new plans when announced, and specializations will be offered in the fields of case work, group work, public welfare, and community organization work.

Applications for fellowships or scholarships should be made not later than *April 15, 1939.*

26—St. Louis University, St. Louis, Mo. School of Social Service.

FELLOWSHIPS 1939–40

Four fellowships in medical social work open to college graduates with a sufficient background in social sciences and biology. The fellowships cover the cost of tuition and maintenance.

Applications must be filed before *March 1, 1939.*

27—Simmons College School of Social Work, 18 Somerset Street, Boston, Massachusetts.

SCHOLARSHIPS AND LOANS 1939–40

Several full tuition scholarships are available for graduate students. Application should be made by *March 15, 1939.*

A limited number of residence scholarships are available for qualified students.

Tuition loans are available.

28—Smith College School for Social Work, Northampton, Mass.

SCHOLARSHIPS 1939–40

Several $450 scholarships may be awarded to students qualifying for the second and fourth sessions. Nineteen hospital interneships paying all maintenance expenses during the second and fourth sessions are available. Eight $100 tuition scholarships are also available. Applicants for scholarships and interneships should be college graduates, but need not have had practical experience in social work. All applications should be made to the Director by letter before *April 15, 1939.*

29—Southern California, University of, 3551 University Avenue, Los Angeles. Graduate School of Social Work.

FELLOWSHIPS AND SCHOLARSHIPS 1939–40

The School offers three graduate scholarships.

30—Tulane University, New Orleans, La. School of Social Work.

SCHOLARSHIPS 1939–40

A limited number of free tuition scholarships available to qualified graduate students. Applications close *May, 1939.*

31—Washington University, St. Louis, Missouri. George Warren Brown Department of Social Work.

SCHOLARSHIPS 1939–40

Washington University offers the following scholarships to either first or second-year students:

Two Family Welfare Scholarships offer $375 each.

One City Advisory Committee Scholarship of $350.

One Dr. Ellis Fischel Memorial Scholarship in medical social work for student specializing in cancer, $350.

Two scholarships for block field work with Family Welfare Association of Milwaukee, seven months, $50 a month; open only to second-year students.

Two scholarships for block field work with Associated Charities of Cincinnati, on same conditions as at Milwaukee (above).

Six Department scholarships varying from tuition to $350.

Holders of scholarships are entitled to fifty per cent reduction of tuition fee.

The Family Welfare scholarships carry with them the obligation to accept employment with the Provident Association of St. Louis for one year after the university work is completed, if offered.

Applications for scholarships should be filed not later than *March 1, 1939,* and awards are made by the first of April for the following academic year.

32—Washington, University of, Seattle, Washington. Graduate School of Social Work.

SCHOLARSHIPS 1939–40

The E. C. Neufelder Scholarship, established by the will of Lily C. Neufelder, is open to any graduate student who has already completed at least one quarter of graduate work in residence or who has finished his undergraduate work at the University of Washington. Award is made on the basis of excellent scholarship and financial need. Applications should be made to the Graduate School, 101 Parrington Hall, not later than *February 28, 1939;* the awards for the following year are announced about May.

A graduate scholarship is open to a student who assists in the Graduate School of Social Work. Remuneration is tuition exemption and $15 a month. Applications are received directly by the Graduate School of Social Work from students who have been enrolled for at least one quarter.

LOAN FUND

The Mildred E. Buck Loan Fund is available for small loans to students. Applications should be made to the Graduate School of Social Work. Loans are determined by scholarship, financial need, and prospective placement in a position.

33—Western Reserve University, Cleveland, Ohio. School of Applied Social Sciences.

FELLOWSHIPS AND SCHOLARSHIPS 1939–40

Monthly stipends, provided by a number of cooperating agencies in Cleveland under specified conditions, are available for a limited number of students

who wish placement for their supervised field work in accordance with these conditions.

Fellowships are available to students in medical social work who are unable to finance professional education without assistance. First-year students who do not reside in Cleveland are eligible for maintenance fellowships. Second-year students are eligible for social service fellowships which consist of a monthly stipend.

Fellowships in varying amounts are available to students who qualify for specialization in psychiatric social work.

Eligibility for any of the forms of student assistance is based on certain admission requirements, which include a Bachelor's degree and a specific amount of pre-professional preparation in the social and biological sciences.

Applications should be made not later than *May 1, 1939.* Admission application fee $5; applied on tuition if accepted; otherwise, not refunded.

34—William and Mary, College of, School of Social Work and Public Health, Richmond, Va.

FELLOWSHIPS AND SCHOLARSHIPS 1939–40

Fellowships and scholarships varying from $100 to $250 are offered each year to college graduates for special work in such fields as family welfare, child welfare, psychiatric social work, recreation, and other branches of social work. One-half of each larger fellowship is a loan, repayable after graduation.

The number of scholarships offered each year varies with the qualifications and needs of the applicants.

II. OTHER UNIVERSITIES

1—Boston University, Boston, Massachusetts. Division of Social Work.

SCHOLARSHIPS 1939–40

Two William S. Studley Scholarships of $300 each. Award is made on the basis of scholarship ranking in college in the upper fourth of the senior class.

Three tuition scholarships. Of these, one is awarded to a woman whose field work is with delinquent girls, and one to a man whose field work is with delinquent boys.

In addition, the school offers a limited number of loans.

Applications should be made not later than *May 15, 1939.*

2—Louisiana State University, University, Louisiana. Graduate School of Public Welfare Administration.

SCHOLARSHIPS AND FELLOWSHIPS 1939–40

Six scholarships are awarded by the Graduate School of Public Welfare Administration. A limited number of scholarships and fellowships offered by the university to graduate students in general are open to social welfare students.

Applications for fellowships and scholarships for the fall semester should be made prior to *May 1, 1939.*

3—Nebraska, University of, Lincoln, Nebraska. Graduate School of Social Work.

SCHOLARSHIPS, ASSISTANTSHIPS AND LOANS 1939–40

Regents' Scholarship

One Regents' scholarship for each Nebraska college or university, carrying complete tuition for one year, open to graduates of Nebraska colleges wishing to enter any department of the University. Application should be filed with the President of the institution from which the student is graduating.

Mortar Board Scholarship

One Mortar Board scholarship of $150 for a graduate woman. Apply to the Dean of the Graduate College, Avery Laboratory of Chemistry 202. Free tuition given by the University.

Interneships

Students who have completed at least a minimum of one year in the Graduate School of Social Work may be recommended for interneships in social agencies which carry a stipend paid by the agency in which the student is employed.

Part-time Work

For the year 1939–40 additional funds may be available for students able to do part-time work. Inquiries concerning such positions should be made directly to the Director of the School not later than *June 1, 1939.*

Edith and Grace Abbott Scholarships

One of $100 and free tuition, first semester.

One of $100 and free tuition, second semester.

These two scholarships are made possible by the Nebraska Chapter of the American Association of Social Workers, and are awarded without regard to race, creed, or residence, to eligible students who wish to enter the profession of social work.

General Scholarships

One scholarship of $50 and free tuition, first semester.

One scholarship of $50 and free tuition, second semester.

Assistantships

Two possible assistantships requiring part-time work, paying $200 to $500, and free tuition for the year.

Further information and application forms may be had by applying to the Director of the School, 211 Social Science Building, University of Nebraska, Lincoln, Nebraska.

4—Utah, University of, Salt Lake City, Utah. School of Social Work.

SCHOLARSHIPS AND FELLOWSHIPS 1939–40

The following graduate fellowships and scholarships are available to fully matriculated students in Social Work for the academic year 1939–40:

Salt Lake City Junior League Fellowship of $250; available to a woman candidate for the Master's degree.

Amy Whipple Evans Fellowship of $250, given by the National Women's Relief Society to a Latter-day Saint woman candidate for the Master's degree.

Central Council of Social Agencies Fellowship of $250, available to a candidate for the Master's degree.

University of Utah Graduate Fellowship of $200, available to a fully matriculated student in the School of Social Work.

Salt Lake City Altrusa Club Scholarship of $50, available to a woman student in the School of Social Work.

5—Wayne University, Detroit, Michigan. School of Public Affairs and Social Work.

SCHOLARSHIPS AND FELLOWSHIPS 1939–40

Graduate students are eligible to apply for the general scholarships and loan funds open to all students in the University. In addition, 18 fellowships for field work have been provided by local and state agencies. These range from maintenance fellowships to those offering from $25 to $100 a month and lasting from five to twelve months. Applications for such fellowships must be made not later than *May 1, 1939.*